

AFFIRMATIVE ACTION

The Town of Arlington has established the following mission statement relative to Affirmative Action:

The Town of Arlington recognizes its legal obligation and moral responsibility to provide Equal Employment Opportunity to its employees and potential employees. The Affirmative Action Advisory Committee, a volunteer committee appointed by the Town Manager, is committed to the Affirmative Action program to prevent discriminatory employment practices. The Committee assists the Town in implementing its Affirmative Action Plan which creates the mechanism and sets the standards by which Equal Opportunity and Affirmative Action will be assured.

The Affirmative Action Advisory Committee (AAAC) meets monthly on the 2nd Wednesday, throughout the year, in the Town Hall Annex. The Committee meetings are open to the public and public attendance is encouraged.

Throughout 2007, the Committee reviewed monthly reports from the Director of Personnel/ Affirmative Action Officer regarding employment opportunities for the Town. The principal focus of the Committee is to ensure that people of all races and ethnic backgrounds are given equal opportunity to apply for and receive positions of employment here in Arlington. The Committee continues to try to increase the number of minority and female applicants for positions of employment by communicating with the population at large through posting Town positions in publications that serve different minority communities in the area. The Committee continues to strategize about new and inventive ways in which to attract qualified minority applicants.

The Committee closely monitors minority and female participation in all construction projects of over two hundred thousand dollars. Communicating with the general contractor at the beginning of such projects is essential. As a result of working cooperatively with the Town's Purchasing Officer, the Committee achieved a greater awareness of the Town Bylaw on construction projects and our requirements with regard to female and minority participation goals. Ongoing and future projects include the completion of the Park Circle Fire Station, Menotomy Rocks Park Renovation and Sewer Rehabilitation.

The Committee continues to meet with Town Department heads to reinforce the message of the Affirmative Action Plan as well as offer their support in enhancing Affirmative Action opportunities within the Town. One of the projects nearing completion is the final version of the Affirmative Action Plan which the Committee spent many hours reviewing over the past year.

Under the leadership of the Arlington Police Department the Town explored the possibility of becoming a No Place for Hate Community. A member of the Af-

firmative Action Committee sits on the Steering Committee for what began as the No Place for Hate initiative. It is currently evolving into an umbrella organization for the Town of Arlington to enhance common goals of enabling people in our community to challenge all forms of bias and to promote diversity.

Any person interested in this issue of Affirmative Action and Equal Opportunity Employment is encouraged to contact the Affirmative Action Officer at 781-316-3121 or email cmalloy@town.arlington.ma.us.